

## GENDER EQUALITY POLICY

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*MZ Events declares that the activities carried out for the certification were executed within the framework of the initiatives promoted by the Regional Program co-financed by the European Social Fund Plus.*

In MZ EVENTS we recognize the value of people and their differences through a Human Resources management approach that ensures the same opportunities for professional growth for all the people in the company.

Creating a culture of gender equality in MZ EVENTS is the basis of corporate human capital strategies and it is essential to ensure excellent performance based on talent and long-term sustainability.

MZ EVENTS believes that diversity and plurality are values that contribute to creating an open and stimulating work environment and to guaranteeing perspectives and points of view that favor innovative ideas and effective and virtuous behaviours: for these reasons it has developed an organizational context that supports inclusion and the appreciation of diversity. In implementation of the values expressed in the Framework of the Universal Declaration of Human Rights of the United Nations, of the fundamental Conventions of the International Labor Organization, MZ EVENTS guarantees equal dignity and opportunities to all people regardless of their country of origin, culture and religion, gender, sexual orientation, political opinions and any other personal characteristics and styles.

The approach to diversity, inclusion and equal opportunities applies to all staff, regardless of role, profile or category.

MZ EVENTS, therefore, undertakes on a daily basis to:

- spread the culture of diversity and equal opportunities among employees and collaborators, ensuring that everyone is treated, at all times, with dignity, respect and fairness, showing conduct that reflects inclusion and supports the Company's values;
- create a welcoming work environment, free from any direct or indirect discrimination and any type of harmful behavior based on personal, social, political and cultural diversity;
- apply specific policies and metrics in the management of human resources in order to ensure fairness in all phases of the employment relationship, from the process of selecting people, to assigning roles, from performance evaluation to professional development, from salary treatment to termination of the employment relationship;
- support the professional development and growth of its resources, inspiring employees and collaborators to reach their full potential and ensuring the sharing of best practices throughout the organisation;
- recognize the value of work-life balance by developing conciliation programs and initiatives.

This policy is addressed to all employees and collaborators of MZ EVENTS and it is shared with all its main stakeholders, suppliers and customers, guaranteeing the following activities:

### **1) Selection and Hiring Process**

MZ EVENTS is committed to attracting and hiring people with different backgrounds and abilities, pursuing gender equality in the selection and hiring phase through the identification of a list of candidates that tends to be equal for men and women. The selection process is strengthened thanks to the adoption of a standardized methodology to ensure equal opportunities at every stage. MZ EVENTS also ensures that the people involved in the recruitment processes receive adequate training on gender equality and on the “cognitive biases” that can negatively impact the selection processes.

### **2) Enhancement of potential and career paths**

MZ EVENTS promotes a culture based on meritocracy and respect for people regardless of gender. It ensures that an adequate selection of candidates of the less represented gender takes place in human resource management processes, with the aim of achieving gender balance in positions of responsibility. MZ EVENTS therefore undertakes that women and men, in equal measure, are represented in the internal nomination processes and, therefore, that the short lists of candidates for positions of responsibility are equally represented by both genders.

### **3) Training, professional development and communication**

MZ EVENTS is committed to offering equal development opportunities without any gender discrimination, by defining transparent and consistent standards with the Performance Management processes. Training sessions are provided for all employees and collaborators aimed at raising awareness of the organization on the issue of valuing differences, gender equality, inclusion and the impact on business that these issues have. Finally, MZ EVENTS undertakes to involve both women and men, in an equitable manner, in all initiatives and training courses in at least one training course per year.

### **4) Definition of short and medium-long term remuneration policies**

The remuneration policy contributes to the achievement of the corporate mission, values and strategies, through the promotion of actions and behaviors that respond to the Company’s culture, in compliance with the principles of plurality, equal opportunities, valorisation of people’s knowledge and professionalism, fairness and non-discrimination provided. MZ EVENTS is

committed to guaranteeing fairness and opportunities for access to the same remuneration treatments for all its employees, regardless of gender.

## 5) Management of work organization

MZ EVENTS undertakes to improve the work-life balance of its employees in all phases of the person's personal and professional life through the adoption of a flexible working method (e.g. smart working) that does not penalize and with a timing compatible with assigned objectives. Furthermore, it supports employees and collaborators during and after periods of long absence from work, avoiding any discrimination during and after the leave, allowing them to stay in contact with the Company during the same and favoring reintegration at the end.

Finally, MZ EVENTS is committed to preventing sexual harassment in the workplace through a dedicated path of awareness on gender harassment that creates awareness in people and guides them in their daily behavior.

## 6) KPI measurement

MZ EVENTS adopts a monitoring system to ensure that gender equality is adequately managed. The key performance indicators provide a representation of the company population and the performance of the organizational model for gender equality developed in the company

The MZ EVENTS policy on Diversity and Inclusion is communicated and disseminated within the organization and among all the people who maintain relationships with MZ EVENTS, with a view to transparency and collaboration.

The policy is also made available to all interested parties on the website [www.MZevents.it](http://www.MZevents.it).

The Direction  
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